Office of Personnel Management

Federal Personnel Manual System

FPM Letter 351 - 25

SUBJECT:

Guide to New FPM Supplement 351-1

Published in advance

FPM Letter 351-25

of incorporation in

FPM Supplement 351-1 RETAIN UNTIL SUPERSEDED

Washington, D. C. 20415 August 31, 1990

Heads of Departments and Independent Establishments:

- 1. This letter is a guide to the new FPM Supplement 351-1, which contains updated reduction in force instructions.
- 2. The new FPM Supplement 351-1, dated September 18, 1989, superseded FPM Letter 351-22 on Reduction In Force. OPM also abolished basic FPM Chapter 351, which has been obsolete since OPM published final reduction in force regulations in January 1986. The Government Printing Office can provide specific information on ordering individual or additional copies of FPM Supplement 351-1.
- 3. Attachment 1 to this letter summarizes changes in FPM Supplement 351-1 that clarify or update the reduction in force instructions in superseded FPM Letter 351-22.
- 4. Attachment 2 to this letter summarizes changes in FPM Supplement 351-1 that change OPM's policy from the reduction in force instructions in superseded FPM Letter 351-22.
- 5. Attachment 3 to this letter revises two paragraphs of FPM Supplement 351-1:
- (1) Section S3-9e(1), which provides that agencies only use the ending date of the performance rating period rather than the final approval date of the rating to determine the 3-year period for crediting ratings toward retention standing, is revised to provide that each agency should use the date set in its agency performance management plan to determine the 3-year period.
- (2) Section S5-9b, which provides that agencies may waive qualification requirements in offering vacant positions to employees in lieu of RIF separation or other RIF actions, is updated as a result of the recent issuance of OPM's General Policies and Instructions for the Qualifications Standards Handbook.

These changes will be formally included in FPM Supplement 351-1 in the near future. However, the revised provisions are effective as of the

date of this FPM letter.

Inquiries: Career Entry and Employee Development, Staffing Policy Division

(202) 606-0818; FTS 266-0818 351, Reduction In Force Code:

Distribution: Basic FPM

OPM FORM 652 6/82

6. Attachment 4 to this letter contains an index to material in FPM Supplement 351-1, listing material, in descending order, by subchapter, section, and paragraph.

Constance Berry Newman

Director

SUMMARY OF CHANGES IN FPM SUPPLEMENT 351-1 (CLARIFICATION)

- 1. The following changes in FPM Supplement 351-1 clarify or update OPM's reduction in force instructions previously forwarded to agencies in FPM Letter 351-22:
- (a) <u>Section S1-2a</u>: The agency has the right to make all decisions concerning what positions are abolished, whether a reduction in force is necessary, and when it will take place.
- (b) <u>Section S1-4d</u>: Agencies must be certain to register employees faced with <u>separation</u> because of reduction in force, or relocation, in OPM's employee placement programs.
- (c) Section S1-3b: Agencies may, under 5 U.S.C. 4103(b), retrain employees for placement in another agency, subject to OPM approval.
- (d) <u>Section S1-4e</u>: Agencies that are separating 50 or more employees in a commuting area by reduction in force must notify the Department of Labor.
- (e) <u>Section S3-9d</u>: Assumed ratings of "Fully Successful" are used for reduction in force purposes in the absence of actual annual ratings of record, referencing subsection S3-9e(3) for additional information.
- (f) <u>Section S3-9e(3)</u>: An agency may not issue a retroactive annual performance rating of record for reduction in force purposes if the employee lacks three actual annual performance ratings of record during the 3-year period. Instead, additional reduction in force service credit is based on an assumed rating of "Fully Successful" for the missing ratings.
- (g) <u>Section S5-2d(3)</u>: At its discretion, an agency may offer an employee a vacant position in lieu of separation or other reduction in force action.
- (h) <u>Section S5-3a(4)</u>: In order for a job to be considered an "available position," the released employee must qualify for the position unless the agency, at its discretion, chooses to waive qualifications in offering the employee a reduction in force offer of a vacant position.
- (i) <u>Section S5-3f</u>: Agencies may make an alternative offer of a vacant position to an employee with a right of assignment. The alternative offer may be a second offer of RIF assignment to a vacant position, or an offer of a vacant position in lieu of separation or other reduction in force action.
- (j) <u>Section S5-6b(1)</u>: An agency may satisfy an employee's reduction in force assignment right by assigning the employee to a vacant position in the same competitive area (1) having a representative rate equal to a position to which the employee would be entitled on the basis of bump or or retreat rights, or (2) as a RIF offer of assignment in lieu of separation.
- (k) <u>Section S5-6c(1)</u>: Agencies may use vacant positions to place employees in lieu of separation or other reduction in force actions. These voluntary offers are not reduction in force placements and must be made in accordance with FPM Chapter 335 if the offered position has more promotion potential than the employee's present position.

- (1) Section S5-8e(1): In determining whether a released employee has reduction in force assignment rights to a formally designated trainee position in a different line of work, the agency must consider whether undue interruption would result. Undue interruption would normally result if an employee was assigned to a formally designated trainee position more than 90 days after the developmental program started.
- (m) Section S5-10a(3): Agencies may, at their discretion, extend reduction in force assignment rights to excepted service employees, provided that the assignment rights are only to other excepted positions filled under the same appointing authority as that held by the released employee.
- (n) Section S9-1: OPM's FPM instructions on the reemployment priority list are now consolidated in FPM chapter 330.
- (o) <u>Section S10-5d</u>: Agencies may, at their discretion, include temporary employees serving in temporary positions as volunteers for transfer with a function to a different competitive area. However, employees may be transferred as volunteers only if no competing employee would be denied his or her transfer of function rights.

SUMMARY OF CHANGES IN FPM SUPPLEMENT 351-1 (NEW POLICIES)

- 1. The following changes in FPM Supplement 351-1 change OPM's policies from the reduction in force instructions in superseded FPM Letter 351-22:
- (a) <u>Section S5-9a</u>: An agency may waive OPM's standards and qualifications for a position, except for a minimum education requirement, in offering an employee reduction in force assignment only to a vacant position.
- (b) Section S6-3a: A furloughed employee who accepts a reduction in force offer of assignment becomes the incumbent of the offered position unless the employee accepts an offer of recall to the position from which he or she was furloughed.
- (c) <u>Section 6-5a</u>: If an agency decides that a furloughed employee cannot be recalled within 1 year, the employee must be separated unless the employee accepted a reduction in force offer of assignment to another position.
- (d) Appendix B: OPM's instructions on the voluntary early retirement program are completely revised. Under the new guidelines-
 - (i) Agencies must target each early out request to a specific organizational component and geographic location.
- (ii) OPM expects at least 1 actual reduction of a permanent encumbered position for each projected separation that served as the basis for the voluntary early retirement authority.
- (iii) OPM will not approve a voluntary early retirement authority more than 90 days in advance of the planned effective date of the reduction in force or transfer of function.
 - (iv) Agencies must exclude employees leaving by attrition from the number of projected separations serving as a basis for a voluntary early retirement authority.
 - (v) Agencies must separate all temporary employees before any permanent employees in the same series, and in the same competitive area, can retire under an early out authority.
 - (vi) Agencies must provide additional information, including attrition, in final reports to OPM on their use of voluntary early retirement.



REVISIONS TO FPM SUPPLEMENT 351-1 THAT ARE EFFECTIVE AS OF THE DATE OF THIS FPM LETTER

- 1. OPM is revising FPM Supplement 351-1, to make the following changes:
- (a) Section S3-9e(1) now reads as follows:
 - Basis for credit. (1) Additional service credit is based on the last three annual performance ratings of record which were received by the employee during the 3-year period prior to the date of issuance of specific RIF notices. To be creditable for RIF purposes, ratings must have been issued to the employee, with all appropriate reviews and signatures, and must also be on record. In the RIF context, this means that the rating is available for use by the office responsible for establishing RIF retention registers. Agencies must therefore ensure that ratings are issued in accordance with established schedules and forwarded to the appropriate office on a timely basis. Since rating procedures may vary under individual agency performance management systems, each agency must set its own internal policy for processing ratings and putting them on record for RIF purposes. This policy must be included in the agency performance management plan or other appropriate issuance, and must be applied on a uniform and consistent basis in the competitive area where the RIF occurs."
- (b) Section S5-9b now reads as follows:
 - Waiver or modification of qualifications in offering positions in lieu of RIF. As part of pre-RIF placement efforts or in offering a vacant position under subsection S5-6c in lieu of RIF, an agency may also, without use of RIF procedures, reassign an employee or permit a voluntary change to lower grade for which the employee does not meet the requirements of the applicable qualification standard when the agency determines the employee has the capacity, adaptability, and special skills needed to perform the duties of the position. The agency may offer the position either by waiving or modifying the applicable qualification standard. In either instance, the employee must meet the minimum education requirements except as provided in OPM's General Policies and Instructions for the Qualification Standards Handbook. (See section 9(c) on modifying experience requirements for certain inservice placement actions, and section 7(g) for interpreting minimum education requirements.) Placement actions taken under this authority to positions with more promotion potential than the employee's present position must be made in accordance with the provisions of FPM Chapter 335. (See section S1-3 for additional information on other alternative actions to RIF.)" (New material in S5-9b is underlined for reference.)



BENNITER ST PRANGETRAT GREETS OF REFERENCE STATES OF RECOURTING TO THE PROPERTY STATES OF RECOURTING TO THE REPUBLICATION OF REFERENCE STATES OF RECOURTING TO THE REPUBLICATION OF REFERENCE STATES	SUBCHAPTER	SUBJECT	SECTION	РАВАСВАРИ	PAGE CITE
Indicatering affects of Rife See Production in Porce Regulation		ASPECTS OF	SCOPE OF SUPPLEMENT		1-1 51-1
15. INMAGENERAL SPECIS OF RIFE USE OF REDUCTION IN PORCE 15. INMAGENERAL SPECIS OF RIFE 15. INMAGENERAL SPECIS OF RIF 15. INMA		ASPECIS OF		MANAGEMENT AUTHORITY	
1 HAMBERINIA SPECTIS OF RIF 1 HAMBERINIA SPECTIS OF RIF 2 HAMBERINIA SPECTIS OF RIF 3		ASPECTS OF		RESULT	
SECOND PROPER CONFIGURATION PORCE		ASPECIS OF	OF REDUCTION IN	STEPS	
STEED STEED OF RIF USE OF REDUCTION IN PORCE CORPELITION REQUIRED BY OPH		ASPECTS OF	OF REDUCTION IN	USE OF REGULATIONS	
11 12 12 13 14 14 15 15 15 15 15 16 15 15		ASPECTS OF	OF REDUCTION IN	COMPLIANCE	
STEED STEE		ASPECTS OF	OF REDUCTION IN	CORRECTION REQUIRED BY OPM	
STEELINGS STEELINGS		ASPECTS OF	OF REDUCTION IN	REASONABLE ACCOMMODATION	
INTERNATIVE ACTIONS		ASPECTS OF		COMMUNICATIONS	1-2 51-3
14 INAMEGENERIA ASPECTS OF RIF PLACETENIA ASSISTANCE FOR EPHLOYEES TALLORED PROGRAMS 15 INAMEGENERIA ASPECTS OF RIF PLACETENIA ASSISTANCE FOR EPHLOYEES TO THE PROGRAMS 16 INAMEGENERIA ASPECTS OF RIF PLACETENIA ASSISTANCE FOR EPHLOYEES TO OPH PROGRAMS 17 INAMEGENERIA ASPECTS OF RIF PLACETENIA ASSISTANCE FOR EPHLOYEES TO OPH PROGRAMS 18 ASSISTANCE FOR EPHLOYEES NOTICES TO LABOR DEPARTMENT PLACETENIA ASSISTANCE FOR EPHLOYEES NOTICES TO LABOR DEPARTMENT PLACETES COURSED PROGRAMS PRICE PROVISIONS PRECLASSIFICATION PROGRAMS PROGRAMS PRECLASSIFICATION PROGRAMS PRECLATION PROGRAMS PROGRAMS PRECLASSIFICATION PROGRAMS PROGRAMS PROGRAMS PR		ASPECIS OF	RIF PLANNING	ALTERNATIVE ACTIONS	1-2 S1-3b
9.1 INAMGENERY ASPECTS OF RIF PARCENERY ASSISTANCE FOR ETPLOYEES OPH PROGRAMS PLACENERY ASSISTANCE FOR ETPLOYEES OPH PROGRAMS 9.1 INAMGENERY ASPECTS OF RIF PARCENERY ASSISTANCE FOR ETPLOYEES OF THE PLOYEES COURTS PLACENERY ASSISTANCE FOR ETPLOYEES OPH PROGRAMS 9.2 BASIC PROUISIONS ETPLOYEE COURAGE ETPLOYEE COURAGE 9.2 BASIC PROUISIONS ETPLOYEE COURAGE ETPLOYEE COURAGE 9.2 BASIC PROUISIONS ACTION COURAGE ETPLOYEE COURAGE 9.2 BASIC PROUISIONS RECLASSIFICATION OPT ACTION COURAGE 9.2 BASIC PROUISIONS RECLASSIFICATION OPT RECLASSIFICATION 9.2 BASIC PROUISIONS RECLASSIFICATION OPT RECLASSIFICATION 9.2 BASIC PROUISIONS REFENAL PROUISIONS REFENAL PROUISIONS 9.2 BASIC PROUISIONS REFENAL PROUISIONS REFENAL PROUISIONS 9.3 RETENAL ON ACTORS COMPETITIVE AREA COMPETITIVE AREA 9.3 RE		ASPECTS OF	FOR	AGENCY PROGRAMS	1-3 51-48
1		ASPECIS OF	ASSISTANCE FOR	TAILOREO PROGRAMS	1-3 S1-4b
1		ASPECTS OF	ASSISTANCE FOR	OPM PROGRAMS	
PACETION PACIDIS PACETION PACIDIS PACETION PACIDIS PACETION PACIDIS		ASPECIS OF	ASSISTANCE FOR	NOTICES TO OPM	1-4 S1-4d
SE PASIC PROUISIONS DEFINITIONS EMPLOYEE COURRAGE <		ASPECTS OF	ASSISTANCE FOR	NOTICES TO LABOR DEPARTMENT	1-4 51-48
SE BASIC PROJISIONS EMPLOYEE COURAGE EMPLOYEES EXCLUDED SE BASIC PROJISIONS EMPLOYEE COURAGE EMPLOYEE EXCLUDED SE BASIC PROJISIONS EMPLOYEE COURAGE EMPLOYEE EXCLUDED SE BASIC PROJISIONS ENCLASSIFICATION OUE TO RECORD SE BASIC PROJISIONS RECLASSIFICATION OUE TO RECORD SA RIEMITON PALIDAS CONFETTIVE REA ENTENTION PALIDAS CONFETTIVE REA CONFETTIVE REA CONFETTIVE REA SA RIEMITON PALIDAS RETENTION PALIDAS CONFETTIVE REA RETENTION REGISTER RETENTION PALIDAS RETENTIO			DEFINITIONS		
SE BRIC PROUISIONS FIPLOVEE COURAGE FIPLOVEE COURAG			EMPLOYEE COVERAGE	EMPLOYEES COVERED	2-2 SS-2ª
SE BASIC PROUISIONS ACTION COUCRAGE ACTION COUCRAGE ACTION COUCRAGE ACTIONS COUCRAGE SZ BASIC PROUISIONS RECLASSIFICATION RECLASSIFICATION CERREN CERREN SZ BASIC PROUISIONS RECLASSIFICATION OUE TO REDREAMIZATION OUE TO REDREAMIZATION SZ BASIC PROUISIONS RASIC PROUISIONS NACANCIES RECLASSIFICATION NACANCIES SZ BASIC PROUISIONS RASIC PROUISIONS NACANCIES RECLASSIFICATION NACANCIES SZ BASIC PROUISIONS RESTENDING REFROAM RERESTIGNATION NACANCIES SZ BASIC PROUISIONS RETENTION FACTORS COMPETITION FACTORS COMPETITION FACTORS COMPETITION FACTORS SZ RETENTION FACTORS COMPETITION FACTORS COMPETITION FACTORS COMPETITION FACTORS SZ RETENTION FACTORS COMPETITION FACTORS COMPETITION FACTORS COMPETITION FACTORS SZ RETENTION FACTORS COMPETITION FACTORS COMPETITION FACTORS COMPETITION FACTORS SZ RETENTION FACTORS COMPETITION FACTORS COMPETITION FACTORS COMPETITION FACTORS SZ RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS			EMPLOYEE COVERAGE	EMPLOYEES EXCLUDED	
SPE BASIC PROUISIONS RECLASSIFICATION ACTION CODERAGE ACTI			ACTION COVERAGE	ACTIONS COVERED	2-3 S2-3e
SE BASIC PROVISIONS RECLASSIFICATION GENERAL SE BASIC PROVISIONS RECLASSIFICATION OUE TO RECORDITATION SE BASIC PROVISIONS RECLASSIFICATION NEW STANDARDOR OR ERROR SE BASIC PROVISIONS RECLASSIFICATION NEW STANDARDOR OR ERROR SE BASIC PROVISIONS RIF PROCEDURES AND REASSIGNMENT DBLIGATION TO LUCE REPORT SE BASIC PROVISIONS RIF PROCEDURES AND REASSIGNMENT DBLIGATION TO LUCE REPORT SA RETENTION FACIDRS COPPETITIVE AREA COPPETITIVE AREA SA RETENTION FACIDRS COPPETITIVE LEVELS SEPARATION COPPETITIVE LEVELS SA RETENTION FACIDRS COPPETITIVE LEVELS SEPARATION LEVELS SA RETENTION FACIDRS RETENTION FACIDRS RETENTION FACIDRS SA RETENTION FACIDRS RETENTION FACIDRS RETENTION FACIDRS SA RETENTION FACIDRS RETENTION FACIDRS RE			ACTION COVERAGE	ACTIONS EXCLUDED	2-3 S2-3b
SE BASIC PROJISIONS RECLASSIFICATION NOW TO REDURANIZATION SE BASIC PROJISIONS RECLASSIFICATION RECLASSIFICATION SE BASIC PROJISIONS RECLASSIFICATION AGENCY SE BASIC PROJISIONS RECLASSIFICATION AGENCY SE BASIC PROJISIONS RIF PROCEDURES AND REASSIGNMENT DELIGATION TO USE RIF SE BASIC PROJISIONS RIF PROCEDURES AND REASSIGNMENT DELIGATION TO USE RIF SA BASIC PROJISIONS RIF PROCEDURES AND REASSIGNMENT DELIGATION TO USE RIF SA BASIC PROJISIONS RIF PROCEDURES AND REASSIGNMENT DELIGATION TO USE REF SA RETENTION FACIDES COMPETITIOE AREA COMPETITIO			RECLASSIFICATION	GENERAL	2-3 S2-48
SE BASIC PROUISIONS RECLASSIFICATION NEW STANDARDS OR ERROR SE BASIC PROUISIONS RECLASSIFICATION 10B EROSION SE BASIC PROUISIONS RIF PROCEDURES AND REASSIGNHENT 10B EROSION SE BASIC PROUISIONS RIF PROCEDURES AND REASSIGNHENT 10B EROSION SE BASIC PROUISIONS RIF PROCEDURES AND REASSIGNHENT 10B EROSION SA RETENTION FACIORS COMPETITIOE AREA COMPETITIOE AREA SA RETENTION FACIORS COMPETITIOE ELVELS SEPRAPATE LEVELS REQUIRED SA RETENTION FACIORS RETENTION FACIORS RETENTION FACIORS SA RETENTION FACIORS RETENTION FACIORS RETENTION FACIORS SA RETENTION FACIORS RETENTION FACIORS RETENTION FACIORS SA RETENTION FACIORS RETENTION FACIORS RETENTION REGISTER SA RETENTION FACIORS RETENTION FACIORS RETENTION FACIORS </td <td></td> <td></td> <td>RECLASSIFICATION</td> <td></td> <td></td>			RECLASSIFICATION		
SE BASIC PROUISIONS RECLASSITICATION JOB EROSION SE BASIC PROUISIONS RIC PROCEDURES AND REASSIGNMENT JOB EROSION SE BASIC PROUISIONS RIF PROCEDURES AND REASSIGNMENT GBLIGATION TO USE RIF SE BASIC PROUISIONS RIF PROCEDURES AND REASSIGNMENT GBLIGATION TO USE RIF SA RETENTION FACTORS CONFETITIVE AREA GENERAL CENTENT SA RETENTION FACTORS COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA SA RETENTION FACTORS COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA SA RETENTION FACTORS COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA SA RETENTION FACTORS COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA SA RETENTION FACTORS COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA SA RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS SA RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS COMPETITIVE GROUPS SA RETENTION FA		u	RECLASSIFICATION		2-4 25-40
SE BASIC PROUISIONS SE REINVIION FACIORS SERIENVIION FACIORS SE REINVIION FACIORS SE REINVIION FACIORS SERIENVIION FACIORS SERI		_	RECLASSIFICATION	JOB EROSION	
SE BASIC PROUISIONS RIF PROCEDURES AND REASIGNHENT GENERAL RESIGNATION TO USE OF REASIGNHENT SE BASIC PROUISIONS RIF PROCEDURES AND REASIGNHENT USE OF RIF OR REASIGNHENT SE BASIC PROUISIONS COUFFETTITUE AREA CONFETTITUE AREA SA REIENTION FACIORS COMPETITIO AREA CONFETTITUE AREA SA REIENTION FACIORS COMPETITIO AREA CONFETTITUE AREA SA REIENTION FACIORS COMPETITIO AREA CONFETTITO AREA SA REIENTION FACIORS COMPETITIO AREA CONFETTITO CALCARS SA REIENTION FACIORS COMPETITIO EAREA CONFETTITO CALCARS SA REIENTION FACIORS COMPETITIO EAREA CONFETTITO CALCARS SA REIENTION FACIORS RETENTION FACIORS SEPARATE LEVELS REQUIRED SA REIENTION FACIORS RETENTION FACIORS RETENTION REGISTER SA REIENTION FACIORS SERVACE CALCARS COMPETITIO SERVACE SUBGROUPS SA REIENTION FACIORS					
SASTIC PROUISIONS RIF PROCEDURES AND REASSIGNHENT AGENCY AUTHORITY TO REASSIGN SA BASIC PROUISIONS RIF PROCEDURES AND REASSIGNHENT COUPRETITIVE AREA COUPRETITIVE AREA COUPRETITIVE AREA COMPETITIVE AREA			PROCEDURES AND	OBLIGATION TO USE RIF	
SE BASIC PROUISIONS RIF PROCEDURES AND REASSIGNMENT LUSE OF RIF OR REASSIGNMENT ST REIENTION FACTORS COMPETITIVE AREA GENERAL ST REIENTION FACTORS COMPETITIVE AREA COMPETITIVE AREA ST REIENTION FACTORS COMPETITIVE LEVELS SEPARATION LEVELS REQUIRED ST REIENTION FACTORS COMPETITIVE LEVELS SEPARATION LEVELS REQUIRED ST REIENTION FACTORS RETENTION REGISTER RELATION REGISTER ST REIENTION FACTORS RETENTION REGISTER REPROVES ON REGISTER ST REIENTION FACTORS RETENTION REGISTER REPROVES ON REGISTER ST REIENTION FACTORS RETENTION REGISTER COMPETITIVE SERVICE SUBGROUPS ST REIENTION FACTORS RETENTION FACTORS RETENTION FACTORS ST REIENTION FACTORS RETENTION FACTORS RETENTION FACTORS ST REIENTION FACTORS SETENTION FACTORS SUBGROUPS ST REIENTION FACTORS SUBGROUPS			PROCEDURES AND	AGENCY AUTHORITY TO REASSIGN	
S3 RETENTION FACIORS COUPEAGE COUPERAGE COUPETITIVE AREA COUPETITIOE AREA		BASIC PROVISIONS			
S3 RETENTION FACTORS COMPETITIOE AREA GENERAL S3 RETENTION FACTORS COMPETITIOE AREA EXTENT OF AREA S3 RETENTION FACTORS COMPETITIOE AREA COMPETITIOE AREA S3 RETENTION FACTORS COMPETITIOE AREA COMPETITIOE AREA S3 RETENTION FACTORS COMPETITIOE LEVELS SEPARATIC LEVELS REQUIRED S3 RETENTION FACTORS COMPETITIOE LEVELS SEPARATIC LEVELS RECOURED S3 RETENTION FACTORS COMPETITIOE LEVELS SEPARATIC LEVELS REPROJECTION S4 RETENTION FACTORS STETENTION FACTORS SEPARATIC LEVELS RELATIONSHIP TO LEVELS SEPARATIC LEVELS PROJIBITED S5 RETENTION FACTORS RETENTION REGISTER RETENTION REGISTER S5 RETENTION FACTORS RETENTION REGISTER EMPLOYEES NOT LISTED AFAIT S5 RETENTION FACTORS RETENTION REGISTER EMPLOYEES NOT LISTED AFAIT S5 RETENTION FACTORS SERIENTION FACTORS SERVICE GROUPS S5 RETENTION FACTORS SERIENTION FACTORS SERVICE GROUPS S5 RETENTION FACTORS VETERAN PREFERENCE SUBGROUPS ELIGIBILITY FOR PREFERENCE S5 RETENTION FACTORS VETERAN PREFERENCE SUBGROUPS ELIGIBILITY FOR PROJECTIONS		RETENTION FACTORS			
S3 RETENTION FACTORS COMPRETITIVE AREA EXTENT OF PAREA S3 RETENTION FACTORS COMPRETITIVE AREA COMPRETITIVE AREA S3 RETENTION FACTORS COMPRETITIVE AREA COMPRETITION AREA S3 RETENTION FACTORS COMPRETITION ENGLES SEPARATION LEVELS REQUIRED S3 RETENTION FACTORS COMPRETITION ENGLES SEPARATION LEVELS REQUIRED S3 RETENTION FACTORS SEPARATION LEVELS REQUIRED SEPARATION LEVELS REQUIRED S3 RETENTION FACTORS RETENTION REGISTER RETENTION FACTORS S4 RETENTION FACTORS RETENTION REGISTER REPLOYEES ON REGISTER S5 RETENTION FACTORS RETENTION REGISTER EMPLOYEES NOT LISTED S5 RETENTION FACTORS RETENTION REGISTER EMPLOYEES NOT LISTED S5 RETENTION FACTORS RETENTION FACTORS SECRETION S5 RETENTION FACTORS SETENTION FACTORS SECRETION S5 RETENTION FACTORS SECRETION COMPETITION FACTORS S6 RETENTION FACTORS VETERAN PREFERENCE SUBGROUPS ELIGIBILITY FOR PREF				GENERAL	
S3 RETENTION FACIORS COMPETITIVE AREA COMPETITIVE AREA S3 RETENTION FACIORS COMPETITIVE AREA COMPETITIVE AREA S3 RETENTION FACIORS COMPETITIVE LEVELS SEPARATION LEVELS REQUIRED S3 RETENTION FACIORS SEPARATE LEVELS REQUIRED S3 RETENTION FACIORS SEPARATE LEVELS REQUIRED S3 RETENTION FACIORS SEPARATE LEVELS REQUIRED S3 RETENTION FACIORS RETENTION REGISTER S4 RETENTION FACIORS RETENTION REGISTER S5 RETENTION FACIORS RETENTION REGISTER S5 RETENTION FACIORS RETENTION REGISTER S6 RETENTION FACIORS RETENTION REGISTER S6 RETENTION FACIORS RETENTION FACIORS S7 RETENTION FACIORS RETENTION FACIORS S3 RETENTION FACIORS RETENTION FACIORS S3 RETENTION FACIORS SERENTION FACIORS S3 RETENTION FACIORS SERENTION FACIORS S3 RETENTION FACIORS SETERAN PREFERENCE SUBGROUPS S3 RE				EXTENT OF AREA	
S.3 RETENTION FACIORS COMPETITIOE AREA COMPETITIOE AREA S.3 RETENTION FACIORS COMPETITIOE AREA COMPETITIOE AREA S.3 RETENTION FACIORS COMPETITIOE LEVELS SEPARATE LEVELS REQUIRED S.3 RETENTION FACIORS SEPARATE LEVELS REQUIRED S.3 RETENTION FACIORS SEPARATE LEVELS REQUIRED S.3 RETENTION FACIORS RETENTION REGISTER S.3 RETENTION FACIORS SECONDES S.3 RETENTION FACIORS SECONDES S.3 RETENTION FACIORS USERVANDES S.3 RETENTION FACIORS USERRANDES S.3 RETENTION FACIORS USERRANDES S.3 RETENTION FACIORS USERRA				MINIMUM COMPETITIVE AREA	
S.3 RETENTION FACIORS COMPETITIVE AREA COMPETITIVE AREA COMPETITIVE AREA COMPETITION FACIORS S.3 RETENTION FACIORS COMPETITIVE LEVELS SEPARATIE LEVELS REQUIRED S.3 RETENTION FACIORS COMPETITIVE LEVELS SEPARATE LEVELS REQUIRED S.3 RETENTION FACIORS COMPETITIVE LEVELS SEPARATE LEVELS REQUIRED S.3 RETENTION FACIORS RETENTION FACIORS RETENTION FACIORS S.3 RETENTION FACIORS RETENTION REGISTER EMPLOYEES ON REGISTER S.3 RETENTION FACIORS RETENTION FACIORS RETENTION FACIORS S.3 RETENTION FACIORS RETENTION FACIORS RETENTION FACIORS S.3 RETENTION FACIORS RETENTION FACIORS COMPETITIVE CROUPS S.3 RETENTION FACIORS RETENTION FACIORS COMPETITIVE CROUPS S.3 RETENTION FACIORS LEVELS COMPETITIVE CROUPS S.3 RETENTION FACIORS LETENTION FACIORS LEGISTER S.4 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS RETERNION FACIORS S.5 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS RETENTION FACIORS S.5 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS RETENTION FACIORS		_		COMMUTING AREA	
SAME TENTION FACTORS COMPETITION ENCES PUBLICATION SAME TENTION FACTORS COMPETITION ENCES SEPARATIE LEVELS SEPARATIE LEVELS SAME TENTION FACTORS COMPETITION ENCES SEPARATE LEVELS SEPARATE LEVELS SAME TENTION FACTORS RETENTION FACTORS RETENTION FACTORS RELEVITOR FACTORS SAME TENTION FACTORS RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS SAME TENTION FACTORS RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS SAME TENTION FACTORS RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS SAME TENTION FACTORS RETENTION FACTORS RETENTION FACTORS COMPETITION FACTORS SAME TENTION FACTORS RETENTION FACTORS SERVICE GROUPS SAME TENTION FACTORS UNTERRAN PREFERENCE SUBGROUPS SUBGROUPS SAME TENTION FACTORS UNTERRAN PREFERENCE SUBGROUPS RETIRED MILITARY MAJOR ON HIGHER SAME TENTION FACTORS UNTERRAN PREFERENCE SUBGROUPS RETENTION FACTORS SAME TENTION FACTORS UNTERRAN PREFERENCE SUBGROUPS RETENTION FACTORS SAME TENTION FACTORS UNTERRAN PREFERENCE SUBGROUPS				OPH PRIOR APPROUAL	
SETEMINION FACIORS COMPETITIVE LECELS SEPARATE LECELS REQUIRED SA RETENTION FACIORS SEPARATE LECELS PROJUKED SA RETENTION FACIORS RETENTION FACIORS SA RETENTION FACIORS RETENTION REGISTER SA RETENTION FACIORS RETENTION FACIORS SA RETENTION FACIORS RETENTION FACIORS SA RETENTION FACIORS RETENTION FACIORS SA RETENTION FACIORS SECRETION REGISTER SA RETENTION FACIORS UNITERAN PREFERENCE SUBGROUPS SA RETENTION FACIORS UNITER			COMPETITIVE AREA	PUBLICATION	
S.3 RETENTION FACTORS RETENTION FACTORS SEPARATE LEVELS REMAINTEN S.3 RETENTION FACTORS RETENTION REGISTER RETENTION REGISTER RETENTION REGISTER S.3 RETENTION FACTORS RETENTION REGISTER EMPLOYEES ON REGISTER S.3 RETENTION FACTORS RETENTION REGISTER EMPLOYEES NOT LISTED AF ART S.3 RETENTION FACTORS RETENTION REGISTER EMPLOYEES NOT LISTED AF ART S.3 RETENTION FACTORS RETENTION REGISTER COMPETITIVE GROUPS S.3 RETENTION FACTORS TENNIGR COMPETITIVE GROUPS S.4 RETENTION FACTORS SETENTION FACTORS SERVICE GROUPS S.5 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS ELIGIBILITY FOR PREFERENCE S.3 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETIRED MILITARY MAJOR ON HIGHER S.3 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETIRED MILITARY MAJOR OF WAR S.4 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETENTION FACTORS S.5 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETIRED MILITARY MAJOR ON HIGHER S.5 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETENTION FACTORS S.6 RETENTION FACTORS			COMPETITIVE LEVELS	SEPARATION LEVELS REGUIRED	
SS RETENTION FACTORS RESERVE EXCEPTIONS RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS			COMPETITIVE LEVELS	SEPARAIE LEUELS REGUIREU	
S3 RETENTION FACTORS RELENTION REGISTER RELENTION FACTORS S3 RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS S3 RETENTION FACTORS RETENTION REGISTER EMPLOYEES ON REGISTER S3 RETENTION FACTORS RETENTION FACTORS COMPETITION FACTORS S3 RETENTION FACTORS RETENTION FACTORS COMPETITION FACTORS S3 RETENTION FACTORS RETENTION FACTORS COMPETITION FACTORS S3 RETENTION FACTORS USERAN PREFERENCE SUBGROUPS CLIGIBILITY FOR PREFERENCE SUBGROUPS S3 RETENTION FACTORS USERAN PREFERENCE SUBGROUPS RETIRED MILITARY MAJOR OR HIGHER S3 RETENTION FACTORS USERRAN PREFERENCE SUBGROUPS RETIRED MILITARY MAJOR OR HIGHER S3 RETENTION FACTORS USERRAN PREFERENCE SUBGROUPS RETENTION FACTORS S4 RETENTION FACTORS USERRAN PREFERENCE SUBGROUPS RETENTION FACTORS S5 RETENTION FACTORS RETENTION FACTORS PERFERENCE SUBGROUPS S5 RETENTION FACTORS RETENTION FACTORS PERFERENCE SUBGROUPS RESERVICE REVERENCE SUBGROUPS S5 RETENTION FACTORS PERFERENCE SUBGROUPS PERFERENCE SUBGROUPS PERFENCION FACTORS S5 RETENTION FACTORS <t< td=""><td></td><td></td><td>COMPESSION POSTOR</td><td>SEPARATE LEVELS PRUHIBILEU</td><td></td></t<>			COMPESSION POSTOR	SEPARATE LEVELS PRUHIBILEU	
RETENTION FACTORS RETENTION REGISTER			REIENIION REGISIER	RELHIIONSHIP ID LEGEL	1-1 C3-10
S.3 RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS RETENTION FACTORS S.3 RETENTION FACTORS RETENTION FACTORS OFFICIAL POSITION S.3 RETENTION FACTORS COMPETITION FACTORS COMPETITIVE GROUPS S.3 RETENTION FACTORS SELENTION FACTORS COMPETITIVE GROUPS S.3 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS CECPTEC GROUPS S.3 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS ELIGIBILITY FOR PREFERENCE S.3 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETIRED MITTARY MAJOR OR HIGHER S.3 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETIRED MITTARY MAJOR OR HIGHER S.3 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETIRED MITTARY MAJOR OR HIGHER S.3 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETENTION FACTORS S.4 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS RETENTION FACTORS S.5 RETENTION FACTORS USTERAN PREFERENCE SUBGROUPS PERIOD OF WAR			REJENJION REGISJER	EMPLUYEES UN REGISIERS	
5.3 RETENTION FACIORS RETENTION FACIORS RETENTION FACIORS RETENTION FACIORS 5.3 RETENTION FACIORS RETENTION FACIORS COMPETITIVE GROUPS 5.3 RETENTION FACIORS TENURE GROUPS EXCEPTED SERVICE GROUPS 5.3 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS ELIGIBILITY FOR PREFERENCE 5.3 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS ELIGIBILITY FOR PREFERENCE 5.3 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS RETIRED MILITARY MAJOR OR HIGHER 5.3 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS RETENTION FACIORS 5.3 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS RETIRED MILITARY MAJOR OR HIGHER 5.3 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS RETENTION FACIORS 5.3 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS RESERVISIS 6.5 RETENTION FACIORS USTERAN PREFERENCE SUBGROUPS PERIOD OF WAR		-	RETENTION REGISTER	EMPLOYEES LISIED HYPRI	
SETENTION FACTORS SI RETENTION FACTORS OFFICERAN PREFERENCE SUBGROUPS RESERVITED MILITARY MAJOR OR HIGHER PERMISON FACTORS OFFICERAN PREFERENCE SUBGROUPS SI RETENTION FACTORS OFFICERAN PREFERENCE SUBGROUPS RESERVITED PERMISON FACTORS OFFICERAN PREFERENCE SUBGROUPS PERMISON FACTORS OFFICERATION FACTORS OFFICERAN PREFERENCE SUBGROUPS PERMISON FACTORS OF			DETENTION REGISTER	CENTLOTEES NOT LISTED	
SETENTION FACTORS STATEMATION FACTORS STATEMATICS			DECEMBER REGISTER	UFFICIAL FUSITION	Ī
SA RETENTION FACTORS SA RETENTACE SUBGROUPS SERVICE GROUPS SUBGROUPS SUBGROUPS SETTING MAJOR SUBGROUPS SUBGROUPS SETTING MAJOR SUBGROUPS SUBGROU			TENIDE PROJEC	Seilos antigas antititadeno	
S3 RETENTION FACTORS S3 RETENTION FACTORS S3 RETENTION FACTORS CUETERAN PREFERENCE SUBGROUPS S3 RETENTION FACTORS CUETERAN PREFERENCE SUBGROUPS S3 RETENTION FACTORS CUETERAN PREFERENCE SUBGROUPS S4 RETENTION FACTORS CUETERAN PREFERENCE SUBGROUPS S5 RETENTION FACTORS CUETERAN PREFERENCE SUBGROUPS RESERVISIS CUETERAN PREFERENCE SUBGROUPS RESERVISIS CUETERAN PREFERENCE SUBGROUPS RESERVISIS			TENINE GROUPS	EXPERTED SERVICE GROUPS	
S3 RETENTION FACTORS UNITERAN PREFERENCE SUBGROUPS S3 RETENTION FACTORS UNITERAN PREFERENCE SUBGROUPS S3 RETENTION FACTORS UNITERAN PREFERENCE SUBGROUPS S4 RETENTION FACTORS UNITERAN PREFERENCE SUBGROUPS S5 RETENTION FACTORS UNITERAN PREFERENCE SUBGROUPS S6 RETENTION FACTORS UNITERAN PREFERENCE SUBGROUPS RESERVISIS UNITERAN PREFERENCE SUBGROUPS RESERVISIS			RENCE	SUBGROUPS	
S3 RETENTION FACTORS UNIFERINGE SUBGROUPS RETIRED MILITARY BELOW MAJOR S3 RETENTION FACTORS UNIFERRAN PREFERENCE SUBGROUPS S3 RETENTION FACTORS UNIFERRAN PREFERENCE SUBGROUPS S3 RETENTION FACTORS UNIFERRAN PREFERENCE SUBGROUPS S3 RETENTION FACTORS CETERAN PREFERENCE SUBGROUPS PERIOD OF WAR			PREFERENCE	ELIGIBILITY FOR PREFERENCE	
S3 RETENTION FACTORS UNITERAN PREFERENCE SUBGROUPS RETIREO MILITARY MAJOR OR HIGHER S3 RETENTION FACTORS UNITERAN PREFERENCE SUBGROUPS PERIOO OF WAR S3 RETENTION FACTORS UNITERAN PREFERENCE SUBGROUPS PERIOO OF WAR	CHAPTER S3		PREFERENCE	RETIRED MILITARY BELOW MAJOR	
S3 RETENTION FACTORS UETERAN PREFERENCE SUBGROUPS RESERVISTS S3 RETENTION FACTORS UETERAN PREFERENCE SUBGROUPS PERIOO OF WAR			PREFERENCE	RETIRED MILITARY MAJOR OR HIGHER	3-5 S3-7d
S3 RETENTION FACTORS VETERAN PREFERENCE SUBGROUPS PERIOO OF WAR			PREFERENCE	RESERUISIS	
	CHAPTER S3		PREFERENCE	PERIOD OF WAR	3-6 S3-7£

ı			
	١	Ì	
	ŀ		
	ľ		
п	n		

GENERAL DESCRIPTIONS SERVICE OFFER THINATION OF SERVICE OATE CREDITABLE SERVICE NUCE RATINGS USED OFR RIF PURPOSES STANDING OATE OF RETEVILION STANDING STANDING OATE OF RETEVILION STANDING OATE OF RETEVILION STANDING STANDING OATE OF RETEVILION STENDING OATE OF RETEVILION OATE OF RETEVILION STENDING OATE OF RETEVILION OATE OF RETEVILION OATE OF STANDING OATE OATE OATE OATE OATE OATE OATE OATE OATE OATE OATE OATE OATE OA	SUBJECT SUBJECT	SECTION UFTERAN PREFERENCE SUBGROUPS	PARAGRAPH	iu)
LENGIT OF SERVICE LENGITH OF SERVICE LENGITH OF SERVICE LENGITH OF SERVICE LENGITH OF SERVICE CREDIT FOR PERFORMANE CREETION OF RELEASE CREETION OF PERFORMANE CONFERING CONFER		ų .	UISHBLED VEIERAN SERVICE DATE	
CREDIT FOR PERFORMANCE PERFORMANCE APPRAISAL SYSTEMS 3-6 CREDIT FOR PERFORMANCE RAILWIS CREDIT FOR PERFORMANCE APPRAISAL SYSTEMS 3-6 CREDIT FOR PERFORMANCE RAILWIS DEED FOR RIF PURPOSES 3-7 CREDIT FOR PERFORMANCE GASIS FOR CREDITOR STANDING FOR EFFECTIVE GATE OF STANDING FOR PERFORMANCE GASIS FOR CREDITOR GASIS FO		6	DETERMINATION OF SERVICE DATE CREDITABLE SERVICE	
TREDIT FOR PERFORMANCE FATEWARNIAL PAPEMATICAL SYBIETS 3-5 CREDIT FOR PERFORMANCE RADIAL SYBIETS 3-5 CREDIT FOR PERFORMANCE RADIAL SYBIETS 3-5 CREDIT FOR PERFORMANCE AND STANDING STANDING 3-3 EFFECTIVE OATE OF STANDING OATE OATE OATE OATE OATE OATE OATE OATE			PERFORMANCE RECOGNITION	
CREDIT FOR PERFERNANCE RATINGS USED FOR RIP PURPOSES 3-7 CREDIT FOR PERFERNANCE HAS BASIS FOR CREDIT CREDIT FOR PERFERNANCE UNACCEPTABLE PERFORMANCE EFFECTIVE DATE OF STANDING GATE OF RIP NOTICES EFFECTIVE DATE OF STANDING GATE OF RIP NOTICES EFFECTIVE DATE OF STANDING GATE OF RIP NOTICES EFFECTIVE DATE OF STANDING FOR EMPLOYER RECORGS RECORDS RECORGS RESTRICTIONS RECORGS RESTRICTIONS REST		FOR	PERFURIMENCE HEPRHISHL SYSTEMS AMOUNT OF CREOIT	
EFFECTIVE DATE OF STANDING CATE OF REITYTION STANDING CATE OF RIFT NOTICES CATEDIATE OF STANDING CATE OF RIFT NOTICES CATEDIALS CATE OF STANDING CATE OF STANDI			RATINGS USED FOR RIF PURPOSES RASIS FOR FREDIT	
EFFECTIVE DATE OF STANDING DATE OF RIENTION STANDING EFFECTIVE DATE OF STANDING EFFECTIVE CORRECTIONS EFFECTIVE COURRELE DATE OF STANDING EFFECTIVE COURSAGE EXCEPTIONS COMPETITION ENGLAR DATE EXCEPTIONS TO REGULAR DATE EXCEPTIONS TO REGULAR DATE EXCEPTIONS TO REGULAR DATE EXCEPTIONS TO REGULAR ORDER EXTERNITION FOLLOWING RELEASE FEFFECTIVE OFFE EXTERNITY OF OFFER EXTERNITY OFFER EXTERNITY OFFER EXTERNITY			UNACCEPTABLE PERFORMANCE	
EFFECTIVE DATE OF STANDING PROPOSED REPUGAL OR DEHOTION 3-5 EFFECTIVE DATE OF STANDING PROPOSED REPUGAL OR DEHOTION STEPCORDS RECORDS R		EFFECTIVE DATE OF STANDING	DATE OF RETENTION STANDING	
EFFECTIVE DATE OF STANDING EXCEPTIONS EFFECTIVE DATE OF STANDING CORRECTION OF RETENTION ERROR 3-10 RECORDS COVERAGE COVERAGE COVERAGE CONFESTIONS CONFESTIONS CONFESTIONS CONFESTIONS RECOLDANDING RELEASE CONFESTIONS CONFESTIONS		OATE OF	PROPOSEO REMOUAL OR DEMOTION	
RECROS RETREATING RETREATING		OATE OF	EXCEPTIONS	
RECORGS COURRAGE HOUGHENI WITHIN A COMPETITIVE LEVEL GENERAL HOUGHENI WITHIN A COMPETITIVE LEVEL GENERAL HOUGHENI WITHIN A COMPETITIVE LEVEL GENERAL HOUGHENI WITHIN A COMPETITIVE LEVEL OFTIONS REGULAR ORDER ORDER EXCEPTIONS TO REGULAR ORDER ACTION FOLLOWING RELEASE BASIC RIGHTS BASIC RIGH		OATE OF	CORRECTION OF RETENTION ERROR	
RECURDS COURRAGE THOUSING THIN A COMPETITIVE LEVEL GENERAL MONCOMPETING EMPLOYEES EXCEPTIONS TO RECIDAR ORDER EXCEPTIONS TO RECOLAR ORDER RECORD OF EXCEPTIONS ACTION FOLLOWING RELEASE BASIC RIGHTS BA		RECOROS	RETENTION	
MONCHERIN WITHIN A COMPETITIVE LEVEL GENERAL MONCHERIN WITHIN A COMPETITIVE LEVEL OPTIONS REGULAR ORDER OF RELEASE COMPETING EMPLOYEES EXCEPTIONS TO REGULAR ORDER RECORD OF EXCEPTIONS ACTION FOLLOWING RELEASE ACTION FOLLOWING RELEA		RECOROS	UPDATING EMPLOYEE RECOROS	
REGULAR ORDER OF RELEASE COMPETING EMPLOYEES REGULAR ORDER OF RELEASE EXCEPTIONS TO REGULAR ORDER ACTION FOLLOWING RELEASE ACTION F		MOUFMENT WITHIN A COMPETITIVE (FINE)		
REGULAR ORGER OF RELEASE COMPETING EMPLOYEES CCEPTIONS TO REGULAR ORGER EXCEPTIONS TO REGULAR ORGER EXCEPTIONS TO REGULAR ORGER EXCEPTIONS TO REGULAR ORGER ACTION FOLLOWING RELEASE BASIC RIGHTS BASI		MOVEMENT WITHIN A COMPETITIVE LEVEL		
EXCEPTIONS TO REGULAR ORDER ACTION FOLLOWING RELEASE BASIC RIGHTS BASIC		REGULAR ORDER OF RELEASE		
EXCEPTIONS TO REGULAR ORDER EXCEPTIONS TO REGULAR ORDER RECITON FOLLOWING RELEASE ACTION FOLLOWING RELEASE BASIC RIGHTS BASIC RIGHT		COMPETING EMPLOYEES	COMPETING EMPLOYEES	-
EXCEPTIONS IN RELOLAR UNDER RECORD OF EXCEPTIONS 4-3		EXCEPTIONS TO REGULAR ORDER	RESTRICTION	
AUTION FOLLOWING RELEASE		EXCEPTIONS TO REBULAR URDER	NULLICE IN MIGHER-SIANDING EMPLOYEES DEFINED OF EXPEDITIONS	
ACTION FOLLOWING RELEASE SEPARATION OF FURLOUGH 4-3 ACTION FOLLOWING RELEASE DOCUMENIATION ACTION FOLLOWING RELEASE DOCUMENIATION ACTIONS BASIC RIGHTS BASIC RIGHTS BASIC RIGHTS ELIGIBILITY BASIC RIGHTS ELIGIBILITY BASIC RIGHTS BASIC RIGHTS EXTENT OF OFFER LIMITS ON OFFER BUMPING SUBGROUP SUPERIORITY BASIC RIGHTS BASIC RIGHTS BASIC RIGHTS BASIC		ACTION FOLLOWING RELEASE	ANDIHER POSITION	
ACTION FOLLOWING RELEASE DOCUMENTATION		ACTION FOLLOWING RELEASE	SEPARATION OF FURLOUGH	
COVERAGE			DOCUMENTATION	
BASIC RIGHTS	FO	TECOMING	EFFECTIVE DATE	
BASIC RIGHTS BASIC BASIC BASIGNMEN BASIC RIGHTS BASIC RIG	EAT	BASIC RIGHTS	ACTIONS	
BASIC RIGHTS	EAT	BASIC RIGHTS	ELIGIBILITY	
BASIC RIGHTS	EAT		EFFECT OF CHANGING POSITIONS	
EXTENT OF OFFER EXTENT OFFER EXTENT OFFER EXTENT OFFER EXTENT OFFER EXTENT OFFER EXTE	REAT	BASIC RIGHTS	AGENCY OPTIONS BESTBICTIONS	
EXTENT OF OFFER EXENT OFFER EXTENT OF OFFER EXTENT OF OFFER EXTENT OF OFFER EXENT OF OFFER EXTENT OF O	PFAT	EXTENT OF DEFER	NESTATELIUMS NESTATION OF GUATIONE POSITION	
EXTENT OF OFFER PROMOTION POTENTIAL OF THE POSITION S-2 EXTENT OF OFFER POSITIONS OCCUPIED BY TEMPORARIES S-2 EXTENT OF OFFER POSITIONS OCCUPIED BY TEMPORARIES S-2 BUMPING POFFER PROJECT OF OFFER POLITICE OFFI POLIT	REAT	EXTENT OF OFFER	MORE THAN ONE AUGILABLE POSITION	
EXTENT OF OFFER EXTENT OF OFFER EXTENT OF OFFER LITITS ON OFFER ALTERNATIVE OFFER EXTENT OF OFFER BUHPING BUHPING RETREATING RETR	REAT	P	PROMOTION POTENTIAL OF THE POSITION	
EXTENT OF OFFER LIMITS ON OFFER S-2 EXTENT OF OFFER ALTERNATIVE OFFER S-2 BUMPING SCOURTENENTS S-3 BUMPING SCOURTENENTS S-3 REFREATING RECOURTENENTS S-3 RETREATING S-3 RETREATING S-3 RETREATING S-3 ESSENTIALLY IDENTICAL POSITION S-3 FILLING VACANCIES AGENCY DISCRETION FILLING VACANCIES USING VACANCIES IN LIEU OF RIF GRADES AND GRADE INTERVALS S-4 GRADES AND GRADE INTERVALS S-5	REAT	9	POSITIONS OCCUPIED BY TEMPORARIES	
BUMPING BURPING BURPIN	REAT	P 6	LIMITS ON OFFER	
RETREATING RECOIREMENTS RECOIREMENTS RECOIREMENTS RETREATING RETRE	KEHI	5	PERIORINE UFFER	
RETREATING	REH!	BUTFING	REDUINEMENTS	
RETREATING	REAL	BUTPIND RETREATING	SUBGROUP SUPERIORITY REGILIBERENTS	
RETREATING S-3 FILLING UAGANCIES USING UAGANCIES IN LIEU OF RIF GRADES AND GRADE-INTERUALS GRADES US, GRADE-INTERUALS S-4 GRADES AND GRADE-INTERUALS S-5 S-4 GRADES AND GRADE-INTERUALS S-5 S-6 S-7 GRADES AND GRADE-INTERUALS S-7 S-4	TREAT	RETREATING	I DWFR STANDING IN SAME SUBGROUP	
RETREATING RETREATING PAGENCIES FILLING UACANCIES FILLING UACANCIES FILLING UACANCIES USING UACANCIES FOR ASSIGNMENT FILLING UACANCIES GRADES AND GRADE-INTERUALS GRADES AND GRADES AND	ETREAT	RETREATING	EXTENT OF RETREAT RIGHT	
FILLING UACANCIES AGENCY DISCRETION S-3 FILLING VACANCIES USING VACANCIES IN LIEU OF RIF FILLING UACANCIES USING VACANCIES IN LIEU OF RIF GRADES AND GRADE-INTERVALS GRADES US. GRADE-INTERVALS S-5	ETREAT	RETREATING	ESSENTIALLY IDENTICAL POSITION	
FILLING UACANCIES USING UACANCIES FOR ASSIGNMENT S-4 FILLING UACANCIES USING UACANCIES S-4 GRADES AND GRADE-INIERUALS GRADES US. GRADE-INIERUALS S-5-5	RETREAT	FILLING UACANCIES	AGENCY DISCRETION	
GRADES AND GRADE-INTERUALS GRADES US, GRADE-INTERUALS S-5	RETREAT	FILLING UACANCIES	USING UACANCIES FOR ASSIGNMENT	-
DIVIDED THE DIVIDED THE TANK OF THE TANK O	TE I KEHI	FILLING ORCHNIES		

SUBCHAPTER	SUBJECT	SECTION	РАКАБКАРИ	PAGE CITE
SHIRCHOPTER SS	DESTREMENT PIGHTS-RIMP OND PETREST	SPANES AND SPANE-INTERIORS	PROGRESSION FOR GENERAL SCHEDULE	
	BIGHTS-BUILD AND		200	0-2 22-7D
	RIGHTS-BUMP AND	AN O	BASIS	
	P AND	ONE	COMPARING POSITIONS	
	RIGHTS-BUMP AND		QUALIFICATIONS STANDARD	
SUBCHAPIER SS	_	QUALIFICATIONS FOR ASSIGNMENT	RESTRICTIONS	
SUBCHAPTER SS	ASSIGNMENT RIGHTS-BUMP AND RETREAT	QUALIFICATIONS FOR ASSIGNMENT	QUALIFICATIONS OFTERMINATIONS	
SUBCHAPTER SS	ASSIGNMENT RIGHTS-BUMP AND RETREAT	QUALIFICATIONS FOR ASSIGNMENT	PHYSICAL QUALIFICATIONS	
	ASSIGNMENT RIGHTS-BUMP AND RETREAT	QUALIFICATIONS FOR ASSIGNMENT	TRAINEE AND DEVELOPMENTAL POSITIONS	8-8
SUBCHAPIER SS	ASSIGNMENT RIGHTS-BUMP AND RETREAT	QUALIFICATIONS FOR ASSIGNMENT		8-9
SUBCHAPTER SS	ASSIGNMENT RIGHTS-BUMP AND RETREAT	WAIVER OF QUALIFICATIONS		
	RIGHTS-BUMP	WAIVER OF QUALIFICATIONS	WAIUER IN NON-RIF DFFERS	
SUBCHAPTER SS	RIGHTS-BUMP AND	ADMINISTRATIVE ASSIGNMENT	DISCRETIONARY PRACTICES	
	ASSIGNMENT RIGHTS-BUMP AND RETREAT	ADMINISTRATIVE ASSIGNMENT	RESTRICTIONS	
	RIGHTS-BUMP AND	USE OF TEMPORARY POSITIONS		S-11 S5-11a
SUBCHAPTER SS	RIGHTS-BUMP	USE OF TEMPORARY POSITIONS	TEMPORARY POSITION AS RIF OFFER	5-11
	ASSIGNMENT RIGHTS-BUMP AND RETREAT	USE OF TEMPORARY POSITIONS	TEMPORARY POSITION AS NON-RIF DFFER	5-11
	FURLOUGH	GENERAL	USE	
SUBCHAPTER S5	FURLOUGH	GENERAL	TIME LIMIT	
	FURLOUGH	GENERAL	EXCLUSIONS	
	FURLDUGH	RESTRICTIONS		
	FURLDUGA	FURLDUGH RETENTION RIGHTS	RELEASE BY FURLDUGH	
	FURLDUGH	FURLOUGH RETENTION RIGHTS	ASSIGNMENT RIGHTS	
	FURLOUGH	RECALL FROM FURLOUGH		
	FUKLOUGH		ND RECALL	
		SEPARATION IN LIEU OF RECALL	FAILURE TO RETURN	
		COVERAGE		
			MINIMUM PERIOD	
		NOTICE PERIODS	MAXIMUM PERIOD	
		NOTICE PERIODS	TIMING	
		FORMS OF NOTICE	DEFINITION	
		FORMS OF NOTICE	CONTENTS OF SPECIFIC NOTICES	
			CONTENTS OF GENERAL NOTICE	7-2 S7-3c
		FORMS OF NOTICE	EXPIRATION OF NOTICES	
		FORMS OF NOTICE	NEW 30-0AY NOTICE REQUIRED	
		STATUS OURING NOTICE PERIOD		
SUBCHAPTER 57	MIF NOTICES	SIAIUS UUKING NUIICE PERIOU		7-2 57-4b
		EFFECTIVE UMIE UF RIF MCIIUNS DIE OBBEGIS OND SPIELIONICES	SORGO OF TURIN	2-/2 3-/
	APPEALS AND	RIF APPEALS AND GRIECHNIES	TIME I THITS	
	APPEALS AND	RIF APPEALS AND GRIEUANCES	AGENCY NOTIFICATION TO EMPLOYEES	
SUBCHAPTER SB	AND	RIF APPEALS AND GRIEUANCES	RIGHT TO GRIEVE	8-1 SB-1d
	APPEALS AND	RIF APPEALS AND GRIEUANCES	BURDEN OF PROOF IN RIF APPEALS	
	APPEALS	CORRECTIVE ACTION	CORRECTION BY THE AGENCY	8-1 S8-2a
	RIF APPEALS AND GRIEUANCES	CORRECTIVE ACTION	CORRECTION AFTER APPEAL	8-1 S8-2b
	PLACEMENT ASSISTANCE			
	PLACEMENT ASSISTANCE	9	IPAP	
	PLACEMENT ASSISTANCE		OEP	
SUBCHAPIER SS		TYPES OF PROGRAMS	RPL	
CHECKAPTER SID	TRANSFER OF	GENERAL	į	
	IRANSFER	DEFINITIONS DEFINITIONS	FUNCTION	10-1 510-28
		•		

BASIC INDEX TO FPM SUPPLEMENT 351-1 (REDUCTION IN FORCE)

SUBJECT